



Reference No. 6.5

INCIDENCE OF INDUSTRIAL AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS MAY 1974

MAIN FEATURES

The following statistics refer to the percentage of employees in May 1974 whose rates of pay and conditions of employment were varied in accordance with awards, determinations and collective agreements.

- 88 per cent of employees (males 85 per cent, females 93 per cent) were affected by awards, etc.
- Federal awards, etc. affected 39 per cent of employees (males 44 per cent, females 30 per cent).
- State awards, etc. affected 48 per cent of employees (males 41 per cent, females 62 per cent).
- Federal awards, etc. affected the majority of employees in Victoria (51 per cent), the Northern Territory (79 per cent) and the Australian Capital Territory (87 per cent).
- State awards, etc. affected the majority of employees in New South Wales (53 per cent), Queensland (62 per cent) and Western Australia (68 per cent).
- Determinations, etc. of Government employee tribunals affected 13 per cent of employees, and awards, etc. of other tribunals affected 74 per cent of employees.
- There were 72 specific awards, etc. each of which affected 10,000 or more employees. The largest was the Metal Trades Award, which affected over 320,000 employees.

EXPLANATORY NOTES

This statement contains results of a survey of private and government employees conducted in respect of the pay-period which included 31 May 1974. The statistics show the number and proportion of employees who were affected by Federal and State awards, determinations and collective agreements, etc.

2. The survey was designed to provide a wide range of statistics of weekly earnings and hours and related subjects concerning conditions of employment. Some preliminary results from the survey were published in *Earnings and Hours of Employees, Distribution and Composition, May 1974 (Preliminary)* (Reference No. 6.47).

3. A similar survey was conducted in May 1975 and results from this survey will be published as soon as they become available.

Scope and coverage of the survey

4. All wage and salary earners were covered, except members of the defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and employees of private employers (other than hospitals) not subject to payroll tax. At the survey date payroll tax was payable by employers paying more than \$400 a week in wages and salaries (other than certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the Australian and State Payroll Tax Acts 1971-1974).

5. Australian and State government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used. The majority of employers were required to supply returns for only a sample of their employees.

6. The survey was not designed to provide precise details of the number of employees represented, but it has been estimated that the survey was representative of 2,772,000 male and 1,407,000 female wage and salary earners.

Interpretation of survey results

7. Respondent employers were asked to specify whether each employee selected in the survey had his or her rate of pay varied by reference to a Federal or State award, determination or registered collective agreement, or an unregistered collective agreement.

8. Because only those private employers who were subject to payroll tax (see paragraph 4 above) were included in the survey, the resulting estimates give neither the total number of employees affected by Federal and State awards, etc. nor the actual proportion of total employees so affected. The degree of understatement is not uniform over the various industries (see Tables 4 and 5, pages 6 and 7), nor over individual awards (see Table 6, page 8). The underestimation would be greater in those industries (e.g. retail trade) and awards (e.g. those affecting shop assistants) in which the payroll tax coverage was low.

9. Private payroll tax payers were classified to the industry of their major activity and for this reason the figures in Tables 4 and 5 do not necessarily reflect precisely the proportion of employees affected by Federal and State awards, etc. in the industries shown.

Definitions

10. *Federal awards, etc.* are awards or determinations made by, and collective agreements registered with, the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal.

11. *State awards, etc.* are awards or determinations made by, and collective agreements registered with, State industrial arbitration authorities as set out in paragraphs 12 to 17. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States. Similarly in each Territory there is a small proportion of employees affected by awards, etc. of State tribunals in adjacent States.

12. *New South Wales State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Commission of New South Wales and the subsidiary tribunals; and determinations made by, and industrial agreements registered with, the Public Service Board of New South Wales.

13. *Victorian State awards, etc.* are determinations made by Wages Boards, the Industrial Appeals Court, and the Police Service Board; and regulations made by the Public Service Board and the Teachers Tribunal.

14. *Queensland State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Conciliation and Arbitration Commission of Queensland.

15. *South Australian State awards, etc.* are awards made by the Industrial Commission, Conciliation Committees and the Teachers Salaries Board, collective agreements registered with the Industrial Commission and determinations made by the Public Service Arbitrator.

16. *Western Australian State awards, etc.* are awards made by, and collective agreement registered with, the Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator and the Railways Classification Board; and determinations made under the Education Act, including determinations of the Government School Teachers Tribunal.

17. *Tasmanian State awards, etc.* are determinations made by Wages Boards, and awards of the Public Service Board and Public Service Arbitrator.

18. *Collective agreements* (whether registered or unregistered) are agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial arbitration authority, whilst *unregistered collective agreements* are those not so registered.

19. *Male and female employees* are employees who were on the payroll of employers in the pay-period which included 31 May 1974 and who received pay in that pay-period. They include managerial, executive, professional and higher supervisory staff, wages and other employees, part-time and casual workers, employees who began or ceased work during the pay-period, employees of short-time, and employees on paid leave or holidays during the pay-period. Excluded are employees who received no pay during the pay-period.

20. *Employees affected by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement. However unregistered collective agreements dealing only with over-award pay were ignored.

21. *Employees not affected by awards, etc.* are those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Comparability of results

22. Previous surveys giving details of the incidence of industrial awards, determinations, and collective agreements were conducted in April 1954, May 1963 and May 1968. Table 1 gives a broad comparison of the results of these surveys and the 1974 survey. A more detailed comparison is not possible because of differences in sample design, in industry classification, and in the level of sampling variability, and because of the inclusion of the Northern Territory and the Australian Capital Territory in the 1974 survey.

23. The changes in the percentage figures shown in Table 1 reflect changes in the general level of employment; in industry and occupational structure (including the creation of new industries); in the

coverage of individual Federal and State awards, etc.; and in the creation of new awards, etc. for employees not previously affected by awards.

24. Results of May 1963 survey were published in *Labour Report* No. 53, 1967 and results of the May 1968 survey in *Labour Report* No. 55, 1970 (Reference No. 6.7).

Reliability of the estimates

25. As the survey was conducted from a sample of employers the resultant estimates are subject to sampling variability, that is, variations that might occur by chance

because only a sample of employers was surveyed. The extent of detail published has been determined after considering estimated measures of sampling variability. As very small estimates are subject to such high sampling variability (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses, estimates below 4,000 have not been included in Table 6 in this bulletin. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

NOTE. Any discrepancies between totals and sums of components in the tables are due to rounding.

TABLE 1. — PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. — AUSTRALIA, APRIL 1954, MAY 1963, MAY 1968 AND MAY 1974 (a)

	April 1954	May 1963	May 1968	May 1974
MALES				
Affected by —				
Federal awards, etc.	44.3	42.3	43.8	43.7
State awards, etc.	44.3	44.4	41.8	40.6
Unregistered collective agreements	11.4	13.3	1.6	1.1
Not affected by awards, etc.			12.8	14.6
Total	100.0	100.0	100.0	100.0
FEMALES				
Affected by —				
Federal awards, etc.	37.2	31.0	31.0	30.2
State awards, etc.	54.9	59.7	60.6	62.0
Unregistered collective agreements	7.9	9.3	0.8	0.5
Not affected by awards, etc.			7.6	7.3
Total	100.0	100.0	100.0	100.0
PERSONS				
Affected by —				
Federal awards, etc.	42.5	39.3	40.1	39.2
State awards, etc.	47.0	48.5	47.3	47.8
Unregistered collective agreements	10.5	12.2	1.4	0.9
Not affected by awards, etc.			11.3	12.2
Total	100.0	100.0	100.0	100.0

(a) Figures for 1954, 1963 and 1968 exclude the Northern Territory and the Australian Capital Territory.

TABLE 2. — EMPLOYEES AFFECTED BY AWARDS, ETC. — MAY 1974

Employees affected by awards, etc.								
State	Number of employees represented in survey	Awards, determinations, registered collective agreements			Unregistered collective agreements	Total	Employees not affected by awards, etc.	Total
		Federal	State (a)	Total				
MALES								
	'000				per cent			
New South Wales	1,044	38.2	46.2	84.4	0.5	84.9	15.0	100.0
Victoria	778	57.5	25.8	83.3	3.0	86.3	13.8	100.0
Queensland	344	28.8	57.3	86.1	0.1	86.2	13.8	100.0
South Australia	262	52.8	32.3	85.1	0.1	85.2	14.7	100.0
Western Australia	209	18.8	64.1	82.9	(b)	82.9	17.1	100.0
Tasmania	78	52.0	32.7	84.7	1.6	86.3	13.7	100.0
Northern Territory	17	77.8	0.6	78.4	(b)	78.4	21.6	100.0
Australian Capital Territory	41	85.4	1.3	86.7	(b)	86.7	13.3	100.0
Australia	2,773	43.7	40.6	84.3	1.1	85.4	14.6	100.0
FEMALES								
New South Wales	543	27.0	64.6	91.6	(b)	91.6	8.4	100.0
Victoria	416	38.2	53.9	92.1	1.5	93.6	6.5	100.0
Queensland	147	20.9	73.6	94.5	(b)	94.5	5.5	100.0
South Australia	133	27.9	65.6	93.5	(b)	93.5	6.5	100.0
Western Australia	102	14.5	76.0	90.5	(b)	90.5	9.6	100.0
Tasmania	35	29.5	65.8	95.3	0.1	95.4	4.7	100.0
Northern Territory	6	83.0	3.1	86.1	(b)	86.1	13.9	100.0
Australian Capital Territory	24	90.6	1.0	91.6	0.7	92.3	7.7	100.0
Australia	1,407	30.2	62.0	92.2	0.5	92.7	7.3	100.0
PERSONS								
New South Wales	1,587	34.4	52.5	86.9	0.4	87.3	12.8	100.0
Victoria	1,194	50.8	35.6	86.4	2.5	88.9	11.2	100.0
Queensland	491	26.4	62.2	88.6	0.1	88.7	11.3	100.0
South Australia	395	44.4	43.5	87.9	0.1	88.0	11.9	100.0
Western Australia	311	17.4	68.0	85.4	(b)	85.4	14.7	100.0
Tasmania	113	45.0	43.0	88.0	1.1	89.1	10.9	100.0
Northern Territory	24	79.2	1.3	80.5	(b)	80.5	19.5	100.0
Australian Capital Territory	65	87.3	1.2	88.5	0.3	88.8	11.3	100.0
Australia	4,179	39.2	47.8	87.0	0.9	87.9	12.2	100.0

(a) See paragraph 11, page 2. (b) Less than 0.05 per cent.

TABLE 3. — PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. OF VARIOUS INDUSTRIAL ARBITRATION AUTHORITIES — AUSTRALIA, MAY 1974

	Males		Females		Persons	
Percentage of employees affected by —						
Federal Awards, etc. —						
F1 Australian Conciliation and Arbitration Commission	35.7		24.6		32.0	
F2 Coal Industry Tribunal						
F3 Flight Crew Officers Industrial Tribunal						
F4 Public Service Arbitrator	8.0	43.7	5.7	30.2	7.2	39.2
New South Wales State Award, etc. —						
N1 Industrial Commission of New South Wales	16.1		23.0		18.4	
N2 Public Service Board of New South Wales	1.3	17.4	2.0	25.0	1.5	19.9
Victorian State Awards, etc. —						
V1 Wages Boards; Industrial Appeals Court	5.4		13.9		8.3	
V2 Public Service Board	1.8		2.0		1.9	
V3 Teachers Tribunal						
V4 Police Service Board						
Queensland State Awards, etc. —						
Q1 Industrial Conciliation and Arbitration Commission of Queensland		7.1		7.7		7.3
South Australian State Awards, etc. —						
S1 Industrial Commission, Conciliation Committees	2.5		4.9		3.3	
S2 Public Service Arbitrator	0.6		1.3		0.8	
S3 Teachers Salaries Board						
Western Australian State Awards, etc. —						
W1 Western Australia Industrial Commission	4.3		4.7		4.4	
W2 Western Australia Coal Industry Tribunal						
W3 Public Service Arbitrator	0.6		0.8		0.7	
W4 Railway Classification Board						
W5 Government School Teachers Tribunal						
Tasmanian State Awards, etc. —						
T1 Wages Boards	0.6		0.8		0.7	
T2 Public Service Board	0.3		0.8		0.5	
T3 Public Service Arbitrator						
Unregistered collective agreements	1.1		0.5		0.9	
Percentage of employees not affected by awards, etc.	14.6	15.7	7.3	7.8	12.2	13.1
Total		100.0		100.0		100.0
Percentage of employees affected by awards, etc. of —						
Government employee tribunals (a)		12.6		12.6		12.6
Other tribunals		71.7		79.6		74.4

(a) Arbitration tribunals (F4, N2, V2, V3, V4, S2, S3, W3, W4, W5, T2 and T3) listed above which deal with rates of pay and conditions of employment of government employees only.

TABLE 4. — PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. — INDUSTRIES, AUSTRALIA, MAY 1974

ASIC Division (a)	ASIC industry (a)	Males					Females					Persons				
		Employees affected by —					Employees affected by —					Employees affected by —				
		Federal Awards etc.	State Awards etc.	Unreg- istered Collective Agree- ments	Not affected by Awards etc.	Total	Federal Awards etc.	State Awards etc.	Unreg- istered Collective Agree- ments	Not affected by Awards etc.	Total	Federal Awards etc.	State Awards etc.	Unreg- istered Collective Agree- ments	Not affected by Awards etc.	Total
C	MANUFACTURING —															
	Food, beverages and tobacco	31.8	51.9	1.1	15.3	100.0	24.3	69.7	1.5	4.5	100.0	29.7	56.8	1.2	12.3	100.0
	Textiles; clothing and footwear	65.5	16.6	0.2	17.7	100.0	77.6	17.6	(f)	4.8	100.0	73.6	17.2	0.1	9.1	100.0
	Paper, printing, etc.	54.8	21.6	5.3	18.4	100.0	41.2	37.6	3.2	18.0	100.0	51.3	25.7	4.8	18.3	100.0
	Chemical, petroleum and coal products	38.4	36.7	1.3	23.5	100.0	17.4	76.1	(f)	6.5	100.0	32.8	47.2	1.0	19.0	100.0
	Metal products, machinery and equipment —															
	Basic metal products	35.7	50.4	1.4	12.6	100.0	33.6	50.0	0.5	15.9	100.0	35.5	50.3	1.3	12.9	100.0
	Fabricated metal products; other machinery, etc. (b)	68.0	17.9	0.1	14.0	100.0	61.4	33.1	(f)	5.5	100.0	66.3	21.9	0.1	11.7	100.0
	Transport equipment	76.0	12.8	0.1	11.2	100.0	74.3	17.4	(f)	8.4	100.0	75.7	13.5	0.1	10.7	100.0
	Total	65.0	22.8	0.4	12.8	100.0	62.2	31.0	(f)	6.8	100.0	63.6	24.5	0.3	11.6	100.0
	Other (c)	40.0	42.5	0.6	16.9	100.0	45.4	45.2	(f)	9.4	100.0	41.2	43.1	0.4	15.2	100.0
	Total manufacturing	53.1	30.8	1.0	15.2	100.0	54.9	37.6	0.5	7.0	100.0	53.6	32.7	0.8	12.9	100.0
	NON-MANUFACTURING —															
B	Mining	35.3	39.5	5.2	19.9	100.0	9.7	49.5	(f)	40.8	100.0	33.6	40.2	4.8	21.4	100.0
D	Electricity, gas and water	43.0	54.9	0.2	1.9	100.0	27.5	71.9	(f)	0.6	100.0	41.7	56.3	0.2	1.8	100.0
E	Construction	28.9	56.6	3.1	11.4	100.0	9.5	59.1	0.5	30.9	100.0	27.8	56.7	3.0	12.5	100.0
F	Wholesale trade	30.5	42.4	0.3	26.8	100.0	22.3	66.4	(f)	11.3	100.0	28.1	49.5	0.2	22.2	100.0
F	Retail trade	31.6	50.6	(f)	17.8	100.0	5.0	91.6	(f)	3.4	100.0	17.6	72.2	(f)	10.2	100.0
G,H	Transport and storage; communication	76.3	18.1	0.1	5.5	100.0	72.5	21.9	(f)	5.6	100.0	75.7	18.7	0.1	5.5	100.0
I	Finance, business services	38.0	26.6	1.9	33.5	100.0	38.4	41.0	1.4	19.2	100.0	38.2	32.8	1.7	27.3	100.0
J,K	Public administration, etc. (d)	27.0	65.0	1.2	6.8	100.0	14.8	80.7	0.7	3.7	100.0	20.7	73.1	1.0	5.2	100.0
A,L	Other (c)	34.0	51.4	0.1	14.5	100.0	32.6	70.4	0.2	6.8	100.0	33.3	55.7	0.1	10.8	100.0
	Total non-manufacturing	38.9	45.6	1.2	14.4	100.0	21.6	70.5	0.5	7.4	100.0	32.6	54.6	0.9	11.9	100.0
	TOTAL ALL INDUSTRIES	43.7	40.6	1.1	14.6	100.0	30.2	62.0	0.5	7.3	100.0	39.2	47.8	0.9	12.2	100.0

(a) Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969*, Vol. 1. (b) Includes ASIC sub-divisions 31 and 33. (c) Includes wood, wood products and furniture (ASIC sub-division 25); non-metallic mineral products (ASIC sub-division 28); and miscellaneous manufacturing (ASIC sub-division 34). (d) Excludes defence forces. (e) Includes forestry and logging (ASIC sub-division 03); fishing and hunting (ASIC sub-division 04); and entertainment, recreation, restaurants, hotels and personal service (ASIC division L — excluding private households employing staff). (f) Less than 0.05 per cent.

TABLE 5. — PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. — INDUSTRY, STATES, MAY 1974

	N.S.W.			Vic.			Qld			S.A.			W.A.			Tas.			Australia (c)		
	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total	Manu- fact- uring (a)	Other (b)	Total
MALES																					
Affected by —																					
Federal Awards etc.	47.4	33.3	38.2	68.7	50.7	57.5	37.1	26.2	28.8	64.9	44.0	52.8	8.7	22.5	18.8	51.9	52.1	52.0	53.1	38.9	43.7
State Awards etc. (d)	36.0	51.7	46.2	15.2	32.3	25.8	50.6	59.4	57.3	19.3	41.8	32.3	75.5	59.8	64.1	28.0	35.0	32.7	30.8	45.6	40.6
Unregistered Collective Agreements	0.2	0.7	0.5	2.3	3.4	3.0	0.2	0.1	0.1	0.3	(e)	0.1	(e)	0.1	(e)	4.3	0.2	1.6	1.0	1.2	1.1
Not affected by Awards etc.	16.4	14.3	15.0	13.9	13.7	13.8	12.1	14.4	13.8	15.4	14.2	14.7	15.8	17.6	17.1	15.7	12.7	13.7	15.2	14.4	14.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES																					
Affected by —																					
Federal Awards etc.	50.4	18.9	26.9	65.1	23.2	38.1	37.9	17.4	20.9	52.6	20.1	27.9	13.9	14.6	14.5	64.9	20.4	29.4	54.9	21.6	30.2
State Awards etc. (d)	41.3	72.6	64.6	28.4	68.0	53.9	58.7	76.7	73.6	40.5	73.5	65.6	68.7	76.9	76.0	24.7	76.2	65.8	37.6	70.5	62.0
Unregistered Collective Agreements	(e)	0.1	0.1	1.1	1.7	1.5	(e)	(e)	(e)	0.1	(e)	(e)	(e)	(e)	(e)	0.5	(e)	0.1	0.5	0.5	0.5
Not affected by Awards etc.	8.3	8.4	8.4	5.4	7.0	6.5	3.4	5.9	5.5	6.8	6.4	6.5	17.4	8.5	9.6	9.8	3.4	4.7	7.0	7.4	7.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS																					
Affected by —																					
Federal Awards etc.	48.2	27.9	34.4	67.5	40.9	50.8	37.3	23.4	26.4	62.2	34.5	44.4	9.6	19.6	17.4	54.8	41.0	45.0	53.6	32.6	39.2
State Awards etc. (d)	37.4	59.5	52.5	19.6	45.0	35.6	52.5	64.9	62.2	24.1	54.5	43.5	74.4	66.1	68.0	27.3	49.4	43.0	32.7	54.6	47.8
Unregistered Collective Agreements	0.1	0.5	0.4	1.9	2.8	2.5	0.2	0.1	0.1	0.3	(e)	0.1	(e)	(e)	(e)	3.5	0.2	1.1	0.8	0.9	0.9
Not affected by Awards etc.	14.2	12.1	12.8	11.1	11.3	11.2	10.1	11.7	11.3	13.5	11.0	11.9	16.1	14.2	14.6	14.5	9.4	10.9	12.9	11.9	12.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) ASIC division C. (b) ASIC divisions A to L *excluding* division C (manufacturing), sub-divisions 02, 02 (agriculture etc.) and 94 (private households employing staff), and defence forces. (c) Includes figures for the Northern Territory and the Australian Capital Territory. Details for manufacturing industries and other industries are not available for the Territories. (d) See paragraph 11, page 2. (e) Less than 0.05 per cent.

TABLE 6. — EMPLOYEES AFFECTED BY MAJOR AWARDS, ETC. (a) — AUSTRALIA, MAY 1974

Jurisdiction	Arbitration authority (b)	Name of award, determination or collective agreement	Males	Females	Persons
AUST.	F1	Metal Industry Award (c)	258,000	67,000	325,000
N.S.W.	N1	Clerks (State) Award	25,000	77,000	102,000
VIC.	V1	Commercial Clerks Determination	24,000	65,000	89,000
N.S.W.	N1	Shop Employees (State) Award	21,000	57,000	78,000
AUST.	F2	Bank Officials (Federal) Award	37,000	26,000	62,000
AUST.	F1	Textile Industry Award	19,000	33,000	52,000
AUST.	F1	Vehicle Industry — Repair, Services and Retail Award	48,000	4,000	51,000
AUST.	F1	Clothing Trades Awards	5,000	40,000	45,000
AUST.	F1	Insurance Officers (Clerical Indoor Staffs) Award	23,000	21,000	44,000
QLD	Q1	Clerks and Switchboard Attendants Award	11,000	28,000	38,000
N.S.W.	N1	Club Employees (State) Award	22,000	15,000	37,000
AUST.	F1	Graphic Arts Award	27,000	10,000	36,000
AUST.	F1	Hotels and Retail Liquor Industry Award	16,000	19,000	35,000
AUST.	F1	Vehicle Industry Award	26,000	6,000	32,000
N.S.W.	N1	Public Hospitals Nurses (State) Award	(d)	26,000	27,000
VIC.	V1	Hospitals and Benevolent Homes Determination	4,000	21,000	25,000
N.S.W.	N1	Transport Industry Award	23,000	(d)	24,000
AUST.	F1	Rubber, Plastic and Cable Making Industry Award	17,000	6,000	23,000
VIC.	V1	Food Shops Determination	11,000	12,000	23,000
AUST.	F1	Railways Traffic, Permanent Way and Signalling (Wages Staff) Award	21,000	(d)	22,000
N.S.W.	N1	Hospital Employees (State) Award	7,000	15,000	22,000
S.A.	S1	Clerks Award	5,000	17,000	22,000
VIC.	V1	Registered Nurses Determination	(d)	21,000	21,000
AUST.	F1	Transport Workers Award	20,000	(d)	20,000
N.S.W.	N1	Municipal and Shire Councils (Wages Staff) Award	19,000	(d)	19,000
AUST.	F1	Timber Industry Consolidated Award	18,000	(d)	19,000
VIC.	V1	General Shops Determination	5,000	14,000	18,000
VIC.	V1	Hotel, Restaurant and Boarding Houses Determination	(d)	12,000	16,000
QLD	Q1	Shop Assistants (General) Award	5,000	11,000	16,000
VIC.	V1	Clothing and Footwear Shops Determination	(d)	11,000	15,000
S.A.	S1	Shop Conciliation Committee Award	5,000	10,000	15,000
QLD	Q1	Building Trades Award	15,000	(d)	15,000
AUST.	F1	Footwear Manufacturing Industry Award	4,000	10,000	15,000
W.A.	W1	Metal Trades (General) Award	14,000	(d)	15,000
W.A.	W1	Shop Assistants (Wholesale and Retail Establishments) Award	6,000	8,000	14,000
AUST.	F1	Railways Miscellaneous Grades Award	12,000	(d)	14,000
N.S.W.	N1	Clerks in Retail Shops (State) Award	(d)	13,000	14,000
W.A.	W1	Clerks (Wholesale and Retail Establishments) Award	4,000	10,000	14,000
QLD	Q1	Mechanical Engineering Award	14,000	(d)	14,000
N.S.W.	N1	Commercial Travellers (State) Award	13,000	(d)	13,000
AUST.	F1	Meat Processing Interim Award	11,000	(d)	13,000
AUST.	F1	Clerical and Salaried Staff (Wool Industry) Award	8,000	5,000	13,000
AUST.	F1	Furnishing Trades Award	9,000	(d)	13,000
AUST.	F1	Railways Metal Trades Award	13,000	(d)	13,000
VIC.	V1	Cleaners Determination	7,000	5,000	12,000
VIC.	V1	Storemen, Packers and Sorters Determination	10,000	(d)	12,000
AUST.	F1	Municipal Officers Award	11,000	(d)	11,000
AUST.	F1	Railways Salaried Officers Award	10,000	(d)	11,000
AUST.	F1	Motels Award	(d)	7,000	10,000
VIC.	V1	Commercial Travellers Determination	9,000	(d)	10,000
N.S.W.	N1	Watchmen, Caretakers, Cleaners and Lift Attendants Award	6,000	4,000	10,000
Total			908,000	720,000	1,628,000

(a) Major awards, etc. are those which affected the pay and conditions of work of 10,000 or more employees in the survey pay-period. Because of sampling variability the estimates shown should be regarded as broad approximations only. The figures shown have been rounded to the nearest thousand. (b) See Table 3 for details of industrial arbitration tribunals. (c) Includes the Metal Trades Award. (d) Less than 4,000. See paragraph 25, page 3.

NOTE. In addition to the major awards, etc. listed in Table 6 there are 20 major awards, etc. each of which relate to one employer. These major awards, etc. affected 440,000 employees.

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NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning Mr G. Laurie on 52 7911 extension 6573 or, in each State capital, by telephoning the office of the Australian Bureau of Statistics.